

DCI/ICS-82-3065
24 August 1982

MEMORANDUM FOR: Executive Director, CIA

FROM:

Director, Intelligence Community Staff

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SUBJECT: Annuitants

1. Since its inception, the IC Staff has employed the services of annuitants in a variety of positions. Our current statistical breakdown is as follows:

- annuitants who are permanent cadre ICS personnel
- annuitants who are independent contractors employed by the IC Staff

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2. As you are aware, the IC Staff has evolved over a period of several years from the very small NIPE Staff with a limited mission to a staff of relatively senior individuals with increased functions and more varied responsibilities. As the staff acquired additional Community responsibilities, on behalf of the DCI, in the areas of the budget and intelligence collection it was necessary to hire individuals with expertise and grade levels commensurate with their positions. Also, at the direction of Congress, we were prohibited from having non-reimbursable billets. Some individuals had up to this time filled two positions, a line function in their own agency and a staff function for the DCI. This meant that individuals who supported the committee functions had to be detailed on a reimbursable basis from their parent agencies or military service or be hired directly by the staff. Because the IC Staff members must deal directly with senior levels in the Intelligence Community often on controversial matters, it is important that we maintain a level of substantive expertise and seniority which will ensure our acceptance by the various agencies and departments. While we are continuing to develop certain of our more junior graded permanent cadre personnel, and encourage continued rotational assignments from the major IC agencies, we will continue to rely heavily for some time on the knowledge and contacts provided by our annuitants.

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3. We have also found that in certain instances it is beneficial and cost effective to hire annuitants as independent contractors for specific short-term tasks which require expertise and senior-level experience. The one-time studies or projects these individuals perform cannot be accomplished in-house due to personnel shortages or lack of expertise. This approach also minimizes the impact on the various Intelligence Community agencies as well. I foresee that we will continue to require this kind of talent unless our staffing complement is increased considerably.



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